



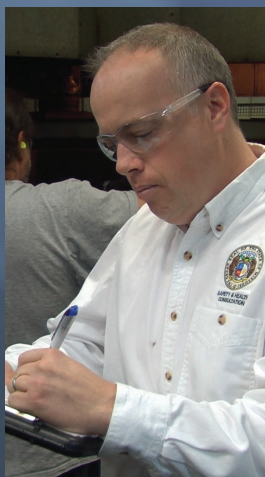
DEPARTMENT OF
LABOR
& INDUSTRIAL RELATIONS



2013



ANNUAL REPORT



LETTER FROM THE DIRECTOR



Julie Gibson

**ACTING
DIRECTOR**

The Missouri Department of Labor and Industrial Relations is responsible for the administration and enforcement of the federal and state laws related to employment. Under the direction of Governor Nixon, the Labor Department works diligently to respond to the needs of Missouri employers and employees by working with other state agencies to create innovative solutions to help meet the needs of Missouri's workforce and industry.

The Department has taken important steps to reduce fraud and improve the collection of fraud penalties and overpayments. During FY 2013, Missouri began working with the Internal Revenue Service through the Treasury Offset Program (TOP). TOP allowed the state to collect the refunds owed to those who fraudulently collected unemployment benefits to repay the Division of Employment Security. For FY 2013, the Division was able to recover more than \$19.7 million owed.

Identifying misclassified workers, or 1099 fraud, continues to be a top priority for the Department. In FY 2013, more than 9,700 misclassified workers were identified, resulting in an additional \$2.5 million owed in unemployment taxes. In addition, the Department's educational campaign, Are You Off the Books, includes an online assessment which allows workers and employers to easily identify when a worker has been misclassified.

The Department monitors and collects industry data relating to workplace injuries and fatalities to focus its educational and enforcement abilities on areas of concern. Traditionally, most injuries in the construction industry are caused by falls. In September, the Department teamed up with the Occupational Safety and Health Administration (OSHA) to conduct a statewide Safety Stand Down on Fall Hazards. Approximately 95 businesses with 5,000 workers at 360 worksites throughout the state participated by taking some time to focus on fall prevention training. By working proactively with Missouri businesses, we can decrease the amount of workplace accidents, while protecting the livelihoods of workers and reducing costs for businesses.

The Labor Department continues to seek opportunities to work with other state agencies to enhance the programs we administer as well as develop new ones to protect workers and grow industry. Currently, the Department is working closely with the Division of Workforce Development to increase reemployment services offered to claimants and others seeking new careers through the "It's All About YOU" Program. Through these strong partnerships, innovative initiatives, and improved technology, we can help maximize the economic prospects for our state.

Sincerely,

A handwritten signature in dark ink, appearing to read "Julie Gibson".

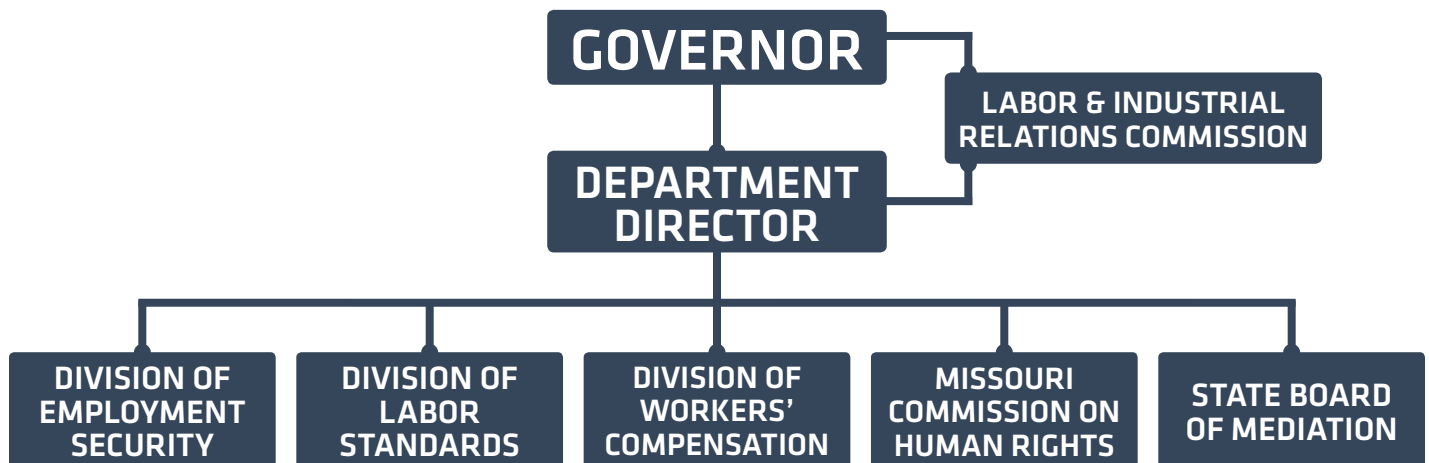
Julie Gibson
Acting Director

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DEPARTMENT OVERVIEW

The Missouri Department of Labor and Industrial Relations (Labor Department) was created by Article IV, Section 49 of the Missouri Constitution. The Labor Department is comprised of the Labor and Industrial Relations Commission (LIRC) and five Divisions: (1) The Division of Employment Security (DES) adjudicates claims for and provides payment of unemployment benefits for employees who become unemployed through no fault of their own. To finance the payment of unemployment benefits to qualified claimants, the DES collects taxes from Missouri employers. (2) The Division of Labor Standards (DLS) enforces Missouri's wage and hour laws and promotes safe working environments. (3) The Division of Workers' Compensation (DWC) ensures that workers injured on the job receive the benefits they deserve and investigates allegations of workers' compensation fraud and noncompliance. (4) The Missouri Commission on Human Rights (MCHR) investigates alleged violations of and enforces compliance with Missouri law prohibiting discrimination in housing, employment, and public accommodations. (5) The State Board of Mediation (SBM) determines appropriate bargaining units for public employees, conducts elections to determine bargaining representatives for those bargaining units, and, when called upon, assists in the resolution of labor disputes in the public utility industry.



CONTACT INFORMATION

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John J. Larsen Jr., Chairman

James G. Avery Jr., Commissioner

Curtis E. Chick Jr., Commissioner

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Claimants E-mail: esuicclaims@labor.mo.gov

Employers E-mail: esemptax@labor.mo.gov

Appeals E-mail: appealtribunal@labor.mo.gov

Important Telephone Numbers

Unemployment Insurance

(To file for benefits or to get claims information)

Toll Free: 800-320-2519

Or locally at:

Jefferson City:.... 573-751-9040

Kansas City:..... 816-889-3101

Springfield: 417-895-6851

St. Louis: 314-340-4950

Unemployment State Tax Automated
Reporting (USTAR): 573-751-1995

Unemployment Insurance Programs:
573-751-9832

Tax/Appeal Information: 573-751-3215

Quality Control: 573-751-3366

Employer Contributions: 573-751-3329

Report Worker Misclassification: 573-751-1099

Shared Work: 573-751-WORK (9675)

CONTACT INFORMATION

Division of Labor Standards

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Telephone: 573-751-3403

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Home page: www.labor.mo.gov/DLS

E-mail: laborstandards@labor.mo.gov

Important Telephone Numbers

On-Site Safety and Health Consultation:

573-522-SAFE

Wage and Hour: 573-751-3403

Mine and Cave Safety and Health:

573-52-MINE1

Workers' Safety Program: 573-751-3403

Division of Workers' Compensation

John Hickey, Director

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Fax: 573-751-2012

Home page: www.labor.mo.gov/DWC

E-mail: workerscomp@labor.mo.gov

Important Telephone Numbers

Information Line: 800-775-2667

Fraud and Noncompliance Unit: 800-592-6003

Medical Fee Disputes Unit: 573-526-5610

Religious Exception: 573-522-2546

C.A.R.E. Unit: 573-526-4948

Insurance Unit: 573-526-3692

Second Injury Fund – Benefits: 573-526-3543

Second Injury Fund – Collections: 573-526-5756

Dispute Management Unit: 573-526-4951

Physical Rehabilitation: 573-526-3876

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Dr. Alisa Warren, Executive Director

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CONTACT INFORMATION

State Board of Mediation

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Relay Missouri Service

Missouri TTY User: 800-735-2966

or 711 for Relay Missouri

Sending E-mail

You may contact employees of the Missouri Department of Labor and Industrial Relations using the following guide for e-mail addresses.

Firstname.Lastname@labor.mo.gov

Social Media



[/MoLabor](#)



[/MoLabor](#)



[/MoLaborDept](#)



[/MoLaborDept](#)



[labor.mo.gov/
GovDelivery](http://labor.mo.gov/GovDelivery)

YEAR IN REVIEW

Division of Labor Standards Receives National Recognition for Hazard Lab

The Division of Labor Standards received a national award from the Occupational Safety and Health Administration (OSHA) in July for the creation of the mobile Hazard Lab training exhibit. Missouri was one of only three states to receive this year's award, along with Indiana and Massachusetts.



OSHA's On-Site Consultation Achievement Recognition (OSCAR) award recognizes state consultation programs each year for outstanding achievements connected with a special project that was not part of the Consultation Annual Project Plan.

The Hazard Lab is designed to educate small businesses and workers on how to identify workplace safety and health hazards. The exhibit includes electrical hazards, machine guarding, hazard communication, compressed air, welding in confined spaces, oxygen-fuel cutting, and forklifts. The exhibit also features construction hazards focusing on scaffolding and work zone safety. After completing the walkthrough of the lab, a presentation is provided to discuss each hazard found in the lab, including the identification of specific OSHA standards violated by the observed hazards.

The Hazard Lab exhibit is transported throughout the state to businesses who request the training. Since the beginning of 2013, the Hazard Lab has made five appearances at various venues in Missouri and more than 930 workers have experienced the exhibit since its first appearance in May 2011.

Mountain View Company Marks Milestone in Workplace Safety

The On-Site Safety and Health Consultation Program announced that Smith Flooring in Mountain View, Mo., earned the distinction of maintaining its membership with the Missouri's Safety and Health Achievement Recognition Program (SHARP) for five consecutive years.

Smith Flooring employs more than 102 people in Missouri and specializes in the manufacturing of hardwood flooring. Smith Flooring had an internal safety and health management program prior to pursuing the SHARP status with the Department's Division of Labor Standards years ago. Since Smith Flooring became a member of SHARP, their injury rate has been reduced by nearly half.

On-Site consultations are discretionary and are initiated by employers who want to provide a safe work environment for their workers. Businesses that achieve an excellent workplace safety record and eliminate the occurrences of injuries on the job can qualify for this exclusive safety and health incentive and recognition program. SHARP members also have lower



YEAR IN REVIEW

workers' compensation insurance premiums and are exempt from OSHA inspections for a period of time.

Smith Flooring was honored for its achievement during a ceremony in May, at its business location in Mountain View. The Department attended the event to present a proclamation issued by Governor Jay Nixon and a banner to signify Smith Flooring's long-term achievement.

Missouri Construction Workers Pause for Safety Stand Down on Fall Hazards

The Department partnered with OSHA to conduct a Safety Stand Down on Fall Hazards at worksites across the state in September.



Approximately 95 businesses and 5,000 workers participated in the Stand Down by taking 15 to 30 minutes to focus on fall prevention training on their worksites. The Safety Stand Down on Fall Hazards raised awareness about the hazards associated with falls, which are the leading cause of accidents in the construction industry.

Alberici Constructors, Inc. hosted a launch event for the Safety Stand Down on Fall Hazards at their worksite for the new St. Mary's Health Center in Jefferson City. The

event included several guest speakers and safety training provided by OSHA for more than 180 workers at the worksite. The training included information about fall protection systems, ladders, and equipment safety.

Show-Me Farm Safety

This was the second year for Show-Me Farm Safety to make an appearance at the Missouri State Fair in Sedalia. The Department partnered with the Missouri Department of Agriculture and the University of Missouri Extension to produce an interactive display for fairgoers.

The 10-day display featured demonstrations on grain bin safety, tractor safety, first aid, and injury prevention. This year Show-Me Farm Safety created Show-Me Farm Safety Facts, a trivia game to test fairgoer knowledge.

On-Site Safety and Health Consultants educated fairgoers on how quickly a person can be engulfed by grain in a grain bin, the importance of roll over protection structures, and PTO guards on tractors and equipment. Other activities included a poison look-a-like matching game and how to make rescue posts for bodies of water. Staff was also on hand to show fairgoers how to properly perform CPR. The booth had a large turnout and Show-Me Farm Safety did an excellent job of sharing the importance of farm safety with fairgoers from around the state.



YEAR IN REVIEW

It's All About YOU-Required Job Services

The Department and the Division of Workforce Development worked together to create the “It’s All About YOU” Program in 2012 to focus efforts on providing the long-term unemployed with new skills to fit a changing workforce. (It implements federal legislation while further assisting federal Emergency Unemployment Compensation (EUC) claimants with finding employment before benefits end in December 2013.) This year, the program was expanded to all claimants as Required Job Services.



Missouri Career Centers reengage clients by conducting a required reemployment interview. After the interview, Career Center staff refer claimants to services that provide them with the needed skills to regain employment. Missouri Career Centers offer a wide range of reemployment services, including career explorations, career networking courses, workshops, and mock interviews.

First Annual International Human Rights Day

In 1958 -- six years before the enactment of the federal Civil Rights Act of 1964 -- the newly founded Missouri Commission on Human Rights (MCHR) hosted an International Human Rights Day event. In December 2012, MCHR looked to its proud past to create a new tradition -- a state celebration where Missourians join a global community of human rights advocates working to expand equality for all people.



The “Equality for All Missourians” event created an opportunity to bring together municipal human rights commissions, to strengthen partnerships with dedicated professionals in numerous public and private organizations across our state, and to provide services to improve the quality of life for persons with disabilities, elderly, veterans, homeless, those in poverty, families, and other groups often targeted for civil rights violations. Specific topics discussed included fair housing and accessibility, human trafficking, the effect of criminal convictions in employment decisions, and building a human rights network. The dedication of Missourians fighting for the advancement of human rights was recognized through awards for disability awareness, fair housing advocacy, exceptional local human rights commission of the year, trailblazing, and lifetime achievement. Because the conference proved to be a successful means of exchanging ideas, honoring leadership, and motivating action, MCHR will plan annual celebrations to join forces in our common goal of protecting and expanding human rights.



YEAR IN REVIEW

Noteworthy Legislative Changes in 2013

There were 63 bills that were considered throughout the 2013 legislative session that would have impacted the Department, but only a few became law.

SB 1: Modifies the Workers' Compensation Law and the Second Injury Fund

Legislators devoted a significant amount of time and effort to addressing problems that developed within the Workers' Compensation system and passed an extensive bill, SB1. The cornerstones of the bill dealt with the liability of the Second Injury Fund (SIF), additional funding sources for the SIF, exclusive remedies for occupational diseases, and the addition of an enhanced benefit for occupational diseases arising due to toxic exposure.

SB 16: Children Working on Family Farms

SB 16 expanded the current Child Labor Law exemptions to allow children under the age of 16, generally subject to the Child Labor Law (Chapter 294, RSMo), to perform agricultural work on a farm owned and operated by the child's parent, sibling, grandparent, or sibling of a parent or, if performed by the child with consent of the child's parent, on any family farm or on any family farm corporation.

HB 34: Modifies the Prevailing Wage Law

HB 34 changed Missouri's Prevailing Wage Law in three basic ways: broadened the type of funds that can be utilized for fringe benefit contributions; required the Department to collect wage survey information in both a paper and electronic format; and changed the method for calculating wage rates in third and fourth class counties and certain second class counties.

HB 196: Missouri Works Training Program and Unemployment Benefit Requirements

HB 196 focused primarily on creating the Missouri Works Training Program. It also included a provision that changed the four week in-person reporting requirement for unemployment benefit claimants to a virtual reporting requirement which allows the Division of Employment Security to work with Missouri Career Centers to better utilize job placement resources. Claimants are better served and are no longer required to travel long distances to complete eligibility reporting transactions.

HB 404 and 614: Paid Police Officers Workers' Compensation Law

This bill added paid police officers certified under Chapter 590, RSMo, to the list of workers who are eligible for compensation for psychological stress under certain conditions. It also added provisions requiring a certain formula be used for the calculation of the workers' compensation insurance premium rate for construction employers.

LABOR & INDUSTRIAL RELATIONS COMMISSION



John J. Larsen, Jr.

CHAIR
Public Member



James G. Avery, Jr.

COMMISSIONER
Employer Member



Curtis E. Chick, Jr.

COMMISSIONER
Employee Member

The Labor and Industrial Relations Commission (LIRC) is established by Article IV, Section 49 of the Missouri Constitution. The LIRC's primary constitutional duty is to oversee the Department of Labor and Industrial Relations (Labor Department). The LIRC is composed of three members appointed by the governor, with the advice and consent of the Senate. One member is classified as a representative of employers, one member is classified as a representative of employees, and one member is classified as a representative of the public. The public representative must be licensed to practice law in Missouri.

The LIRC nominates and the governor appoints, with the advice and consent of the Senate, a director who serves as the chief administrative officer of the Labor Department. In 1974, the LIRC issued an order delegating many of its powers to the director of the Labor Department, and that order still is in effect today.

The LIRC has the authority to adopt rules for the management of the Labor Department and to approve the administrative rules promulgated by the Labor Department and its Divisions. In addition to its oversight duties, the LIRC serves as a higher authority appeal board, reviewing appeals from workers' compensation cases, unemployment insurance cases, crime victims' compensation cases, and tort victims' compensation cases. The LIRC also hears and determines objections to prevailing wage determinations and challenges to determinations by public bodies to enter into project labor agreements.

State Fiscal Year 2013 Appeals

Employment Security

4,581	Employee Benefit Appeals
31	Employer Contribution Appeals
907	Benefit Decisions Issued
3,251	Benefit Orders Issued
12	Contributions Decisions Issued
11	Contributions Orders Issued
0	Oral Arguments Heard
617	Appeals to the Missouri Court of Appeals
258	Benefit Cases Pending as of June 30

Workers' Compensation/Crime Victim/Tort Victim

432	Applications for Review of Award of Administrative Law Judge
35	Motions for Modification of Award
106	Applications for Approval of Settlements
194	Awards Issued
420	Orders Issued
79	Oral Arguments Heard
112	Appeals to the Missouri Court of Appeals
192	Cases Pending as of June 30

Prevailing Wage

182	Objections Filed
0	Hearings Held
8	Decisions Issued
0	Appeals to Court

DIVISION OF EMPLOYMENT SECURITY



Ken Jacob

**ACTING
DIRECTOR**

The Missouri Division of Employment Security (DES) collects taxes from employers and pays unemployment benefits to individuals who are determined eligible under the law. State unemployment taxes paid by Missouri employers into the Missouri Unemployment Trust Fund (UTF) provide for the payment of weekly benefits to qualified claimants.

The benefits paid to insured workers help maintain the economy of the state during periods of economic downturn by helping preserve the level of consumer purchasing power. Payments of benefits under the regular unemployment insurance (UI) program are made from a trust fund financed by the employer tax contributions noted above. No part of the contribution is deducted from worker wages.

Missouri processes weeks claimed and pays benefits to individuals in covered employment under state and federal unemployment programs. The state's unemployment program is comprised of regular UI, unemployment compensation for ex-service members (UCX), unemployment compensation for federal employees (UCFE), federal-state extended benefits (EB), federal

Emergency Unemployment Compensation (EUC), and other special benefit program types such as Disaster Unemployment Assistance (DUA) and Trade Readjustment Allowances (TRA). During state fiscal year (FY) 2013, Missouri processed 4,223,725 weeks claimed and paid \$849,754,795 in unemployment benefits for all state and federal benefit program types.

Trust fund insolvency was a challenge again faced by the DES in 2013, with a debt remaining to the federal government resulting from loans received in recent years to meet the UTF's obligations for unemployment compensation payments issued during the recent economic downturn.

The UTF paid approximately \$493 million to Missouri's unemployed.

Additionally, to put Missouri in the best possible situation, the DES made

a voluntary repayment of \$220 million in May 2013 that resulted in a loan balance of \$308,545,206.77 as of June 30, 2013, that lowered the interest payment by \$2.1 million.

The Federal Unemployment Tax Act (FUTA) tax rate is six percent of the first \$7,000 paid to covered workers. Generally, employers can take a credit against their FUTA tax for amounts paid into state unemployment funds. The credit may be as much as 5.4 percent of FUTA taxable wages. If an employer is entitled to the maximum 5.4 percent credit, the FUTA tax rate after credit is 0.6 percent. An employer is entitled to the maximum credit

State Fiscal Year 2013

141,632	Employers Liable for Contributions
18,270	New Employer Accounts Established
\$618,532,494	Employer Contributions Collected
2,100	Employer Compliance Audits Completed
363,604	Initial Claims Filed
\$493,055,208	State Unemployment Insurance Benefits Paid
\$31,971,435	Unemployment Insurance Overpayments Collected
29,023	Appeals Filed

DIVISION OF EMPLOYMENT SECURITY

if the United States Department of Labor (USDOL) certifies the state's unemployment compensation program as conforming and the employer pays the state unemployment tax in a timely manner.

But when a state is in a long-term borrowing situation, federal law prescribes a reduction to the federal unemployment tax credit of 5.4 percent in order to pay for the loan. As of January 2013, Missouri has had an outstanding loan balance for four consecutive years. Because of this outstanding loan balance, Missouri is a credit reduction state. The reduction to the credit is progressive. The first credit reduction of 0.3 percentage points occurs when a state carries a loan balance through January 1st for two consecutive years. The credit reduction for the third consecutive year is 0.6 percentage points, with an additional 0.3 percentage points added each year thereafter until the loan is repaid.

UI Programs Section

One of the main objectives of the DES is prompt, accurate payment of unemployment benefits to eligible claimants. A person must have worked in employment covered under the Missouri Employment Security Law and earned enough qualifying wages to establish a claim for unemployment benefits.



In November 2012, an additional feature of the UI Program was implemented that allowed the last employer and base period employers to be matched to reduce duplicate notices to employers. This year, more employers and Third Party Administrators opted to use the State Information Data Exchange System (SIDES) to exclusively receive claim notices and send prompt responses to the DES online. SIDES E-Response employers can use the website to respond electronically if they do not want to respond by mail or fax. All employers, regardless of size, can use E-Response. Utilizing these processes reduces DES and employer mailing costs.

During FY 2013, the DES scored an average of 83.6 percent on the federal Benefits, Timeliness, and Quality (BTQ) review for separation determinations. During this same period, the state received an average score of 91.4 percent for non-separation determinations. These scores surpassed the Core Measure goal of 75 percent.

The DES significantly stepped up efforts to reduce online claims filing fraud. The DES is utilizing an Internet Protocol (IP) database tool to identify potentially fraudulent claims. Claims identified as potentially fraudulent are referred to a new fraud detection unit in the Benefit Section.

Over the past year, the DES has been crossmatching unemployment claims with the Department of Corrections to identify any claimants who are incarcerated and continue to file for benefits. Since January 2013, the DES identified 41 claimants who were claiming unemployment benefits while incarcerated, avoiding overpayments of more than \$52,000.

In April, a new program was developed to fully immerse claimants within the reemployment services programs provided by Missouri Career Centers. All claimants who are required to search for work must participate in Required Jobs Services. Claimants are required to report in person where they are assisted in identifying a

DIVISION OF EMPLOYMENT SECURITY

career path, offered the tools needed for a career, and provided methods to market their newly attained skills, experience, and education.

Employer Contributions Section

The Employer Contributions Section ensures that all employers are properly reporting their workers' wages and paying the correct tax on those wages.

The administrative staff investigates matters pertaining to employer liability and makes determinations relating to employer payrolls and taxes. These determinations are appealable through the DES appeal process and state judicial system.

An account is maintained for each employer, where tax payments are credited and unemployment benefits paid to the employer's former workers are charged. The employer's tax rate is based on the relationship of the experience account balance to the employer's average annual taxable payroll. In calendar year 2013, the average tax rate for all employers was 2.241 percent. The average rate for employers that had a positive experience account balance was 1.718 and the average rate for employers with a deficit account balance (more benefits paid out to former employees than taxes paid in) was 7.162 percent.

During FY 2013, there were 141,632 employers subject to coverage provisions of the law. There were 16,542 employers not previously covered that became subject to the law. These employers reported 2,913,227 employees. Employee wages are required to be reported each calendar quarter, as they are used to determine claimant benefit entitlement.

The DES collected \$618,532,494 in taxes, which is credited to the UTF for payment of unemployment benefits.

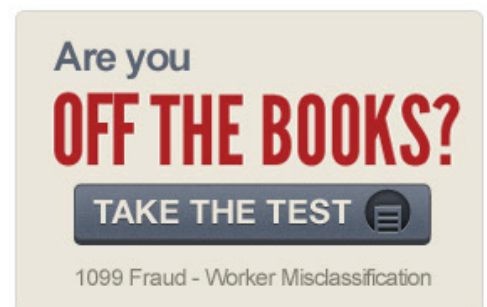
Contributions Field Section

Worker Misclassification

The DES ensures that employers are properly classifying their workers, reporting workers' wages, and paying the correct taxes on the wages. Employers that misclassify workers fail to pay taxes to the UTF, giving them an unfair advantage over competitors that are properly reporting and paying their taxes.

In FY 2013, the DES continued using its Misclassified Worker Detection System to assist in identifying employers that potentially misclassify workers. The online Report Worker Misclassification tip system also allows individuals or businesses to report misclassification concerns to the DES. In addition, employers that were issued determinations that its workers are employees and not independent contractors are contacted after a year to verify if they are complying with the determination.

In FY 2013, 9,749 misclassified workers were identified through audits and investigations, resulting in \$2,523,774 of additional taxes owed.



DIVISION OF EMPLOYMENT SECURITY

The number of misclassified workers identified has increased substantially each year since FY 2008, when only 191 misclassified workers were identified through the audit process.

Field Audits and Collections

In FY 2013, Field Audit and Collections staff improved efforts to increase compliance and reduce the amount of unpaid taxes, interest, and penalties, and the number of outstanding quarterly reports due. Auditors conducted 2,105 audits and identified 6,536 workers incorrectly classified. Audits and investigations completed by this unit resulted in a net addition to the tax amount due of over \$552,310.

Field Audit and Collections staff resolved more than \$11,105,339 in past due taxes, interest, and penalties, and collected 23,013 outstanding quarterly reports in FY 2013. These efforts positively impact both the UTF and the payment of unemployment benefits to eligible claimants.

Benefits Section

The DES continued its efforts to prevent and detect fraud and improper payments of the UI Program. During FY 2013, benefits paid under all programs administered by the DES amounted to \$849,754,795. Overpayments for all programs totaled \$31,971,435, representing 3.8 percent of benefits paid.

The benefit payment control program uses a number of crossmatches to detect potential cases of improper payment of benefits. The primary means of overpayment detection is a quarterly crossmatch of employer wage reports with benefit payments. The DES mails more than 30,000 requests for wage information

to employers each quarter. An average of 12 to 15 percent of these requests result in cases of overpaid benefits. Improperly paid benefits in the amount of \$10,134,065 were detected by this quarterly crossmatch during FY 2013.

Missouri began intercepting federal income tax refunds from the Internal Revenue Service in February through the Treasury Offset Program (TOP). The refunds are applied to fraudulently established overpaid unemployment benefits as restitution. In FY 2013, 16,047 offsets were received with a total amount of \$19,720,097.99. The success

Prosecution Activity Report FY 2012 vs FY 2013

	FY 2012	FY 2013	Year-Over-Year
Cases Referred	532	418	-21%
Overpayment Total	\$4,376,713.37	\$3,604,258.09	-18%
Avg Overpayment Referred	\$8,226.90	\$8,622.63	5%
Convictions	185	254	37%
Court Ordered Restitution	\$1,166,068.09	\$1,860,553.22	60%
Restitution Received			
Cash	\$572,672.94	\$798,000.06	39%
UI Weeks	\$56,875.34	\$17,832.27	-69%
Tax/Lottery Intercepts	\$63,398.18	\$920,587.10	1352%
Total Restitution Received	\$692,946.46	\$1,736,419.43	151%

DIVISION OF EMPLOYMENT SECURITY

of this program in recovering fraudulently received benefits will be even greater for the upcoming year as it will include the entire months of January and February thereby allowing Missouri to include the early tax filers in our program.

During FY 2013, the DES recovered \$40,798,046 of improperly paid benefits. Methods used to collect the debt for overpaid benefits include intercepting state and federal income tax refunds and state lottery winnings, offsetting future payment of unemployment benefits, voluntary credit card payments, cash payments, and garnishment of wages.

The most egregious overpayment of benefits due to fraud are investigated and referred for criminal prosecution. The additional resources applied to the Prosecution Unit in FY 2012 continue to pay dividends. All major performance measures of the Prosecution Unit increased substantially in FY 2013. Convictions for theft and stealing were up 37 percent, court ordered restitution rose 60 percent, and restitution collected from prosecution cases soared 151 percent.

The Shared Work Program is an alternative to layoffs for employers faced with a reduction in available work. During FY 2013, there were 372 employers that were approved to participate in the Shared Work Program. There were 83,014 weeks of unemployment benefits paid in the amount of \$5,827,178 to 29,426 claimants.



Appeals Section

Pursuant to federal and Missouri law, the DES must provide an opportunity for a fair hearing before an impartial tribunal to all parties affected by a deputy's determination. The Appeals Section provides due process hearings for all appeals arising under the basic programs of UI benefit entitlement and tax liability, as well as special programs such as federal EUC, DUA, TRA, and EB.

Once an appeal is filed, an impartial Appeals Referee conducts an evidentiary hearing and issues a written decision regarding the appeal. The decision of the Appeals Referee is subject to review by the Labor and Industrial Relations Commission upon timely application by the aggrieved party.

During FY 2013, 29,023 appeals were filed with the Appeals Section. The section scheduled 32,163 hearings and disposed of 31,071 appeals by decision or order.

Quality Control Section

The Quality Control Section is responsible for the operation of two federally mandated programs, Benefit Accuracy Measurement (BAM) and Tax Performance System (TPS). The BAM Program audits paid and denied unemployment claims. The TPS Program audits the operation of the UI tax program.

In addition, this section and the Department of Economic Development's Division of Workforce Development are jointly responsible for the operation of Missouri's Reemployment and Eligibility Assessment (REA)

DIVISION OF EMPLOYMENT SECURITY

Program. This program randomly selects UI claimants and refers them to their local Missouri Career Center to receive services to help them become reemployed more quickly. Claimants must complete a UI eligibility assessment.

Other functions and responsibilities of the Quality Control Section include producing and providing statistical information, raw data, and financial information to the executive staff of the Department of Labor and Industrial Relations, the Missouri State Unemployment Council, the USDOL, members of the Missouri General Assembly, the media, and all other

interested stakeholders. The Quality Control Section also prepares and submits USDOL-required reports, UTF projections, budget oversight, and fiscal notes; calculates and monitors the DES performance measures; writes and monitors grants; assists in the implementation of statutory changes; and ensures Missouri's UI Program complies with federal laws and policies.

Quality Control Work Functions SFY 2013

79	Fiscal Notes Prepared
487	USDOL - Required Reports Submitted
930	Benefit Claims Audited
1,211	Tax Cases Audited
10,508	Claimants Selected for the REA Program

New Federal Requirements/Laws/Programs

EUC Reemployment Services (RES) REA – The Middle Class Tax Relief and Job Creation Act of 2012, Public Law 112-96, requires EUC claimants to start receiving reemployment services and reemployment and eligibility assessments as a condition of continued eligibility for EUC benefits.

UI Wages and Benefits

Calendar Year	Average Weekly Wage	Average Benefit
2009	\$767.86	\$256.41
2010	\$762.77	\$244.16
2011	\$781.39	\$237.70
2012	\$805.48	\$239.38

Federal Extensions

- Amount of Benefits paid in EUC - \$342,118,100
- Number of claimants whose benefits will expire – The federal EUC Program is set to expire at the end of December 2013. The DES estimates the expiration of this program will end benefits to 29,000 claimants.

Employment and Earnings

Calendar Year	Covered Employers	Covered Employees	State Revenues ¹	Wages Paid in Covered Employment ¹		Avg. Tax Rate - Percent of		Taxable Wage Base	Annual Wage
				Total	Taxable	Total	Taxable		
2009	137,732	2,581,000	\$569.9M	\$104.2B	\$25.8B	0.6	2.1	\$13,000	\$39,575
2010	136,810	2,540,000	\$608.7M	\$99.9B	\$25.2B	0.7	2.1	\$13,000	\$40,200
2011	137,223	2,553,000	\$680.3M	\$102.3B	\$26B	0.8	2.3	\$13,000	\$40,993
2012	138,732	2,568,000	\$673.5M	\$106.3B	\$26.7B	0.7	2.4	\$13,000	\$42,599

1 - These are abbreviated figures.

DIVISION OF EMPLOYMENT SECURITY

UI Claims and Benefits

Calendar Year	First Payments	Weeks Compensated	Benefits Paid ¹	Average Weekly Benefit Amount	Average Duration	Exhaustion Rate	Trust Fund Balance ¹	Outstanding Federal Loans ¹
2009	241,057	4,438,399	\$1.1B	\$256.41	18.4	52.1	\$13.9M	\$474.3M
2010	189,210	3,528,443	\$828.3M	\$244.16	18.7	51.1	\$18.5M	\$722.1M
2011	168,199	2,807,589	\$642.5M	\$237.70	16.7	48.5	\$13.5M	\$725.6M
2012	149,970	2,235,107	\$514.5M	\$239.38	14.9	48.7	\$37.4M	\$569.2M

1 - These are abbreviated figures.

Unemployment Compensation Fund FY13

Balance on Hand, July 1, 2012 **\$ 34,557,534.51**

DEPOSITS

Net UI Contributions	\$ 618,532,494.35
Penalty / Interest	\$ 1,819,301.14
U.S. Treasury Interest Credits	\$ (123,229.99)
Intra-Account Transfer	\$ 1,478,180,000.00
From Other States-Interstate Benefits CWC	\$ 6,317,212.28
FECA Advances/Reimbursements - UCX	\$ 6,558,377.01
Reimbursable - Local Govt. & Other Pol. Subdivisions	\$ 10,993,783.35
Reimbursable - State Govt., State Hospitals, and Higher Education	\$ 3,515,851.84
Reimbursable - NonProfit Organizations	\$ 20,129,341.03
Federal Share Extended Benefits	\$ (2,391,588.79)
Federal Emergency Compensation / EUC08	\$ 325,920,133.86
Short Time Compensation - Federal	\$ 5,573,000.00
FECA Advances/Reimbursements - UCCE	\$ 7,648,672.09
From Other Sources - Trust Fund Loans	\$ (160,577,516.61)
From Other Sources - Federal Assessment	\$ 22,465,459.07
From Other Sources - Federal Interest Payment	\$ 22,252,793.34
Total Receipts	\$ 2,366,814,083.97

DIVISION OF EMPLOYMENT SECURITY

Unemployment Compensation Fund FY13 continued

DISBURSEMENTS

Net UI Benefits	\$	434,821,609.63
Net Reimbursable Benefit Payments - Local Govt. & Other Pol. Subdivisions	\$	11,327,011.25
Net Reimbursable Benefit Payments - State Govt., State Hospitals, and Higher Education	\$	3,642,846.33
Net Reimbursable Benefit Payments - NonProfit Organizations	\$	20,768,192.08
FECA Net Benefit Payments - UCX	\$	6,573,393.77
Net Federal Benefits - Federal Share (Extended)	\$	(804,340.17)
EUC 08 Activity	\$	329,809,298.47
TEUC Activity	\$	(138,106.89)
Federal Emergency Compensation-FAC	\$	(631,071.71)
Short Time Compensation - Federal	\$	8,766,021.98
To Other States - Interstate Benefits CWC	\$	38,134,703.69
Title IX Funds - Withdrawn (Reed Act)	\$	798,281.00
To Special Funds Penalty / Interest	\$	24,328,969.20
FECA Net Benefit Payments - UCFE	\$	7,661,357.10
Intra - Account Transfers	\$	1,478,180,000.00
Other First Pmts EB/ Loan Repayment	\$	22,362,595.59
Total Disbursements	\$	2,385,600,761.32

BALANCE ON HAND, June 30, 2013	\$	15,770,857.16
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CASH BALANCE, June 30, 2013

Clearing Account

Central Bank, Jefferson City, MO	\$	414,144.62
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Benefit Account

Central Bank, Jefferson City, MO	\$	2,668,938.23
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Trust Fund Account

U.S. Treasury	\$	12,687,774.31
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Account Totals	\$	15,770,857.16
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DIVISION OF LABOR STANDARDS



John Lindsey

DIRECTOR

The Division of Labor Standards (DLS) consists of three sections: Wages, Hours, and Dismissal Rights, On-Site Safety and Health Consultation Program, and Mine and Cave Safety and Health Training Program. In FY 2013, DLS answered more than 28,000 incoming phone calls from citizens.

Wages, Hours, and Dismissal Rights Section

The Wages, Hours, and Dismissal Rights Section administers and enforces the state's Prevailing Wage Law, Minimum Wage Law, Child Labor Law, and the 10-Hour Construction Safety Training Act. The Wage and Hour Section helps Missourians get accurate information regarding wages, work hours, vacations, breaks, hiring, and more. The section also educates employers and employees of their workplace rights and responsibilities.

The Wage and Hour Section is responsible for compiling wage surveys to ascertain the wage rates that prevail in each construction occupation in every

county in Missouri. The section also provides educational outreach, and conducts investigations to ensure employer compliance with Missouri's Prevailing Wage, Minimum Wage, and Child Labor Laws. The Prevailing Wage and Minimum Wage Law require employers to provide payroll documentation to assure compliance with the law. Obtaining necessary information can be challenging at times, but the DLS continues to ensure Missourians are paid the correct wages and to protect the health and safety of Missouri's youth in the workplace.

In FY 2013, DLS investigations resulted in the assessed restitution of \$1,077,782.75 due to 845 workers, versus FY 2012 restitution of \$2,330,506.98 due 768 workers. The FY 2013 restitution was a result of 218 complaints filed and 142 violations found. The DLS focuses on education for workers and public bodies, resulting in more stringent compliance and more detailed complaints received.

The 10-Hour Construction Safety Training Act requires all contractors and subcontractors who perform public works construction to provide a 10-Hour Construction Safety Training Program for all on-site employees regarding the potential hazards they may encounter while working on construction projects. The DLS has issued penalties totaling \$1,044,100 since the Act became effective August 28, 2009.

In FY 2013, DLS received 894 minimum wage complaints resulting in 66 violations, versus FY 2012's 474 complaints and 95 violations. The DLS' commitment to quality

State Fiscal Year 2013

25	Child Labor Complaints Received
5	Child Labor Violations Found
455	Mine/Caves Inspected
3,091	Miners Trained
564	On-Site Consultations Conducted
218	Prevailing Wage Complaints Received
142	Prevailing Wage Violations Found
\$ 1,077,782.75	Prevailing Wage Restitution Collected
845	Affected Workers Receiving Restitution
894	Minimum Wage Complaints Received
66	Minimum Wage Violations Found
\$ 138,660.53	Minimum Wage Restitution Collected
308	Affected Workers Receiving Back Wages

DIVISION OF LABOR STANDARDS

resulted in assessed back wages of \$206,420.49 for FY 2013, whereas FY 2012 resulted in \$269,063.45 assessed back wages.

The Missouri Child Labor law protects Missouri's young workers by promoting safety and health in the workplace and prohibiting youth from working long hours or in hazardous occupations, which can jeopardize their development and education. In FY 2013, the DLS received 25 complaints resulting in 741 violations and \$8,400 in fines collected.

Public Works Construction Projects Reported

2009	2,267
2010	4,188
2011	4,208
2012	3,899
2013	2,030

Mine and Cave Safety and Health Program

The Mine and Cave Safety and Health Program helps improve the safety of Missouri mines and caves by offering training to miners, mine owners, mine operators, and contractors. Chapter 293, RSMo, requires each mine to be inspected on a regular basis for hazards and unsafe or unhealthy work practices. Underground mines are inspected on a quarterly basis, and surface mines are inspected at least twice a year. Missouri show caves that are open to the public also must be inspected at least once a year.

In FY 2013, the program trained 3,091 miners, and inspected 455 mines and caves.

State Fiscal Year 2013

Mine Fatalities	2
Miners Trained	3,091
Mines/Caves Inspected	455
Hazards Found/Abated	1,309
Miners Affected	7,389
Fees Collected	\$65,127.16

Mineral Production - FY 2013

Numbers shown in tons

Clay	1,728,676.48
Coal	402,486.45
Copper	27,902.00
Iron	15,614.00
Lead	262,028.00
Zinc	53,717.00
Granite	1,025,649.45
Shale	301,162.06
Silica Sand	1,538,325.69
TOTAL	5,355,561.13

Missouri Show Caves

<i>Name of Cave</i>	<i>City</i>
Bear Cave	Camdenton
Bluff Dwellers Cavern	Noel
Bonne Terre Mine	Bonne Terre
Bridal Cave	Camdenton
Cameron Cave	Hannibal
Cathedral Cave	Leasburg
Cave Restaurant	Richland
Cave Vineyard	Ste. Genevieve
Current River Cavern	Van Buren
Fantastic Caverns	Springfield
Fantasy World Caverns	Tuscumbia
Fisher Cave	Sullivan
Jacob's Cave	Versailles
Ozarks Marina	Camdenton
Mark Twain Cave	Hannibal
Marvel Cave	Branson
Meramec Caverns	Stanton
Mincke Quarry Cave	Eureka
Onondaga	Leasburg
Ozark Caverns	Linn Creek
Smallin Civil War Cave	Ozark
Talking Rocks Cavern	Branson
The Cave	Festus
Third Rail Mine	Pacific
Crystal City Underground	Crystal City

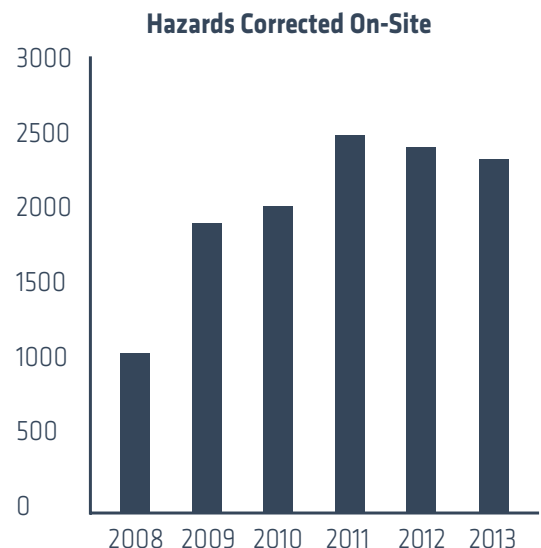
DIVISION OF LABOR STANDARDS

On-Site Safety and Health Program

The On-Site Safety and Health Consultation Program strives to reduce work-related injuries, illnesses, and fatalities by educating and training employers and employees on workplace safety and health issues. At the request of the business, On-Site consultants perform consultations to identify safety and health hazards while offering recommendations for correcting the identified hazards. The On-Site Safety and Health Consultation Program provides free on-site safety and health consultations, with no penalties or fines, for Missouri employers with less than 250 employees. In FY 2013, the On-Site Program had 11 consultants that conducted 564 consultations and identified 6,083 hazards, which saved Missouri small businesses \$12,628,308 in potential Occupational Safety and Health Administration (OSHA) penalties.

Consultants have dramatically increased the number of hazards corrected on-site. In FY 2013, 39 percent of hazards found were corrected on-site, leading the region (Kansas, Iowa, Nebraska) in this measure. Having more hazards corrected on-site leads to a safer work environment for employees and greater administrative efficiency for both the program and the employer.

In FY 2011, two consultants developed an idea to promote a safer working environment by assisting employers in identifying hazards. The idea was to develop what's known as the Hazard Lab, where actual hazards are put on display and attendees walk through and identify the hazards. The Hazard Lab reveals the types of hazards found during a typical consultation, showing the employer the importance of participating in the On-Site Program. After viewing the Hazard Lab, attendees then attend a presentation discussing the hazards and the OSHA standard violations. The display continues to receive rave reviews. Because of the session's popularity, seven presentations were given in FY 2013.



DIVISION OF LABOR STANDARDS



SAFETY & HEALTH ACHIEVEMENT RECOGNITION PROGRAM

The Missouri On-Site Safety and Health Consultation Program, in conjunction with OSHA, administers the Safety and Health Achievement Recognition Program (SHARP). This program rewards small businesses that operate exceptional health and safety programs. Participation is offered to businesses that have worked with On-Site consultants and implemented safety programs that significantly reduced their workplace injury and illness rate. For FY 2013, a total of 37 companies participated in SHARP.

In 2008, the Missouri On-Site Safety and Health Consultation Program, along with Missouri SHARP employers, formed the Missouri SHARP Association. The association is designed to mentor and educate potential and current SHARP sites in continually improving their safety and health management programs. Three meetings are held each year, where presenters provide information on the latest safety and health management techniques.

State Fiscal Year 2013

564	On-Site Workplace Consultations Conducted
37	SHARP Participants
\$12,628,308	OSHA fines avoided



Workers' Safety Program

The Missouri Workers' Safety Program evaluates and certifies the safety programs of insurance carriers that write Workers' Compensation insurance policies in Missouri, individual self-insureds, self-insured trusts, and Second Injury Fund-approved physical therapy clinics. The program also evaluates and certifies safety consultants and engineers. These certifications are necessary to help ensure quality safety services are provided to Missouri employers who utilize the services of these insurance carriers and safety professionals. In addition, the program assists employers in developing programs and policies to address identified workplace hazards, thereby reducing work-related injuries and illness to Missouri workers. Employers benefit by reducing their workers' compensation premiums.

Number of Worksites Visited

2010	610
2011	934
2012	858
2013	307

DIVISION OF WORKERS' COMPENSATION



John J. Hickey

DIRECTOR

The Division of Workers' Compensation (DWC) administers the programs that provide services to all stake holders including workers who have been injured on the job or have been exposed to occupational diseases arising out of and in the course of employment. The DWC makes sure injured workers receive benefits they are entitled to under the Missouri Workers' Compensation Law. The DWC's Administrative Law Judges have the authority to approve settlements or issue awards after a hearing relating to an injured worker's entitlement to permanent benefits allowed by Missouri law.

Several changes have been made to the Workers' Compensation Law effective January 1, 2014. Section 287.120, RSMo, was amended to include occupational diseases under the exclusive remedy provisions of the Workers' Compensation Law. A new definition was created for "occupational diseases due to toxic exposure" which includes only the following: mesothelioma, asbestosis, berylliosis, coal worker's pneumoconiosis, bronchiolitis obliterans, silicosis, silicotuberculosis, manganism, acute myelogenous leukemia and myelodysplastic syndrome. Pursuant to Section 287.200.4, RSMo, if an employee sustains an

"occupational disease due to toxic exposure" from the list above that results in permanent total disability or death, an employee may be entitled to receive an enhanced benefit in addition to permanent total disability or death benefits.

The funding for the DWC to administer the Workers' Compensation Law comes from a tax and surcharge on employer workers' compensation net deposits, net premiums, or net assessments, and net premium equivalents for self-insured employers. The Workers' Compensation Administrative Tax and Surcharge is capped at two percent per Missouri Statute. For calendar years 2010 through 2013, the administrative tax and surcharge rate have been set at one percent.

An employer or its insurer must report workplace injuries to the DWC, other than injuries that require only immediate first aid and no further medical treatment or lost time from work, within 30 days of knowledge of the injury. Any person who knowingly fails to report the injury as required by law is deemed guilty of a misdemeanor and, on conviction shall be punished by fine or imprisonment, or both. Employees can file a formal Claim for Compensation to initiate a contested case proceeding in the Workers' Compensation Program.

Since FY 2009, DWC has been actively monitoring late reporting of First Reports of Injury (FROI) by insurers and service companies. This monitoring has led to a significant drop in the late filing of reports. In FY 2012, only two companies were referred to the

State Fiscal Year 2013

103,862	Workplace Injuries (FROIs plus Claims for Compensation filed where no FROI was filed)
20,625	Total Workers' Compensation Awards and Settlements
1,793	Fraud and Noncompliance Cases Investigated
388	Fraud and Noncompliance Cases Referred for Prosecution

DIVISION OF WORKERS' COMPENSATION

Missouri Attorney General's Office for habitual late reporting and there were zero referrals from the Division for FY 2013.

Employers that are subject to the Missouri Workers' Compensation Law are required to either purchase workers' compensation insurance coverage through an insurance carrier that is authorized to insure such liability in the state of Missouri by the Missouri Department of Insurance, Financial Institutions and Profession Registration or obtain approval from the DWC to self-insure their workers' compensation liability. In FY 2013, nearly 2,900 employers opted to self-insure their workers' compensation liabilities.

Injured workers bear the burden of proving their entitlement to benefits under the Workers' Compensation Law. Injured workers also can qualify for benefits from the Second Injury Fund (the Fund). The Fund was created to benefit individuals with pre-existing disabilities. The Fund encourages employment by permitting persons to be employed without exposing employers to any liability for previous disabilities. The Fund, which receives money from a surcharge on employers' workers' compensation premiums, began facing financial difficulty in 2005 when the Second Injury Fund surcharge was capped at three percent by law.

A change to the law effective January 1, 2014, authorizes the imposition of a supplemental surcharge, not to exceed three percent, on employers' workers' compensation premiums. In addition, the Fund's liability was reduced by eliminating permanent partial disability claims to be filed against the Fund and permanent total claims were limited to certain prior disabilities. Other benefits were also eliminated from the Fund such as second job wage loss, and medical and death benefits if the employer fails to insure its workers' compensation liability as required by law.

Most workers' compensation cases are resolved through a settlement between the parties and without proceeding to a hearing, which is costly and time consuming. For those cases that are not resolved by compromise settlement, the DWC's Administrative Law Judges conduct hearings and make determinations on what, if any, benefits are owed to the injured worker. In FY 2013, more than 3,200 hearings were held and over 2,000 awards were issued regarding the compensability of work-related injuries.

The DWC's Fraud and Noncompliance Unit investigates all allegations of fraud and noncompliance under Chapter 287, RSMo. Employers that are subject to the law and knowingly fail to insure their workers' compensation liability are committing a criminal offense that can lead to fines and prison time. In FY 2013, this unit investigated nearly 1,800 cases of potential fraud or noncompliance by employees, employers, insurers, attorneys, and others involved with the workers' compensation system.

Under Section 287.128.3(6), RSMo, fraud includes "Knowingly mak[ing] or caus[ing] to be made any false or fraudulent material statement or material representation for the purpose of obtaining or denying a benefit."

Administrative Law Judges

Karla Boresi
Kenneth Cain
Suzette Carlisle
Joseph Denigan
Robert Dierkes
Hannelore Fischer
Karen Fischer
Emily Fowler
Grant Gorman
Kathleen Hart
Margaret Holden
Robert House
Lawrence Kasten
Edwin Kohner
Margaret Landolt
Cornelius Lane
Victorine Mahon
Paula McKeon
Lisa Meiners
Robert Miner
John Ottenad
Gary Robbins
Lawrence Rebman
Vicky Ruth
Lee Schaefer
Mark Siedlik
Carl Strange
Maureen Tilley
Linda Wenman
L. Timothy Wilson
David Zerrer

DWC Statistics for Fiscal Year 2013

Introduction

Hearing Staff (ALJs) 31

Work Volume

Percentage of claims filed to reports of injuries
received 13%

Received FROIs..... 101,816

Filed claims for compensation 13,305

Cases set for hearing or conference 11,949

Formal hearings conducted 3,269

Awards issued 2,018

Employer/Insurer compromise settlements
approved..... 18,607

Employer/Insurer claims dismissed 2,036

Assessments

Workers' Compensation tax CY2012 \$13,516,121

Second Injury Fund surcharge CY2012 \$42,574,366

*Permanent Total Disability

**Permanent Partial Disability

Second Injury Fund (SIF)

Total recipients of *PTD benefits
(both ongoing and lump sum) 1,206

Recipients who received ongoing,
lifetime PTD benefits 1,204

Total PTD benefits paid.....\$40,330,792.64

Total recipients of **PPD benefits
(both ongoing and lump sum) 150

Total PPD benefits paid \$1,142,046.42

Total recipients of Rehab benefits
(both ongoing and lump sum) 78

Total Rehab benefits paid..... \$34,354.24

Total Recipients of Uninsured Medical benefits
(both ongoing and lump sum) 19

Total Uninsured Medical benefits paid \$561,654.04

Total recipients of Uninsured Death benefits
(both ongoing and lump sum) 15

Total Uninsured Death benefits paid \$297,885.08

Total recipients of Lost Wages benefits
(both ongoing and lump sum) 24

Total Lost Wages benefits paid..... \$126,836.64

Self Insurance Statistics by Fiscal Year

Security Held FY2013² \$613,656,185

Security Held FY2012\$629,411,992

Security Held FY2011 \$611,139,977

Individual Self Insurance

Year	Employers	Employees Covered ¹	Payroll Covered ¹	Applications Received	Applications Approved	Voluntary Withdrawals	Involuntary Terminations
2013	285	395,978	\$17,224,286,434	4	7	9	0
2012	287	409,809	\$17,705,537,572	13	1	7	0
2011	294	413,794	\$17,458,768,533	9	10	10	0
2010	300	433,512	\$17,761,654,900	5	6	16	1

Group Trust Self Insurance

Year	Employers	Employees Covered ¹	Payroll Covered ¹	Applications Received	Applications Approved	Voluntary Withdrawals	Involuntary Terminations
2013	2,597	256,951	\$8,164,050,965	0	0	0	0
2012	2,504	253,798	\$8,079,728,045	0	0	1	0
2011	2,761	346,854	\$8,571,060,317	0	0	3	0
2010	2,865	346,313	\$8,271,038,492	0	0	0	1

1 - Number valid as of close of prior calendar year.

2 - Excludes security called due to default.

DIVISION OF WORKERS' COMPENSATION

Accidents and Diseases by Severity for FY 2013

INDUSTRY	FATALITIES ¹	LOST TIME ²	MEDICAL ³	UNKNOWN OR INCIDENT ONLY ⁴	TOTAL
ACCOMMODATION AND FOOD SERVICES	1	424	2,744	3,420	6,589
ADMINISTRATIVE AND SUPPORT AND WASTE MANAGEMENT AND REMEDIATION SERVICES	7	430	1,680	1,836	3,953
AGRICULTURE, FORESTRY, FISHING, AND HUNTING	2	69	403	365	839
ARTS, ENTERTAINMENT, AND RECREATION	-	90	685	711	1,486
CONSTRUCTION	13	833	2,073	2,705	5,624
EDUCATIONAL SERVICES	-	694	4,287	3,737	8,718
FINANCE AND INSURANCE	2	98	614	1,085	1,799
HEALTH CARE AND SOCIAL ASSISTANCE	5	1,119	7,885	9,735	18,744
INFORMATION	2	105	500	682	1,289
MANAGEMENT OF COMPANIES AND ENTERPRISES	-	9	34	51	94
MANUFACTURING	12	1,171	5,944	6,667	13,794
MINING	1	19	68	81	169
OTHER SERVICES (EXCEPT PUBLIC ADMINISTRATION)	3	237	1,058	1,130	2,428
PROFESSIONAL, SCIENTIFIC, AND TECHNICAL SERVICES	1	222	1,161	1,423	2,807
PUBLIC ADMINISTRATION	5	967	2,887	4,971	8,830
REAL ESTATE AND RENTAL AND LEASING	1	104	409	615	1,129
RETAIL TRADE	6	931	5,231	5,140	11,308
TRANSPORTATION AND WAREHOUSING	9	1,031	1,786	2,120	4,946
UTILITIES	1	174	838	518	1,531
WHOLESALE TRADE	5	498	1,619	2,013	4,135
TOTAL	79	9,250	41,988	49,709	101,026

1 - Deaths reported. Death may later be determined not to be a compensable work related injury.

2 - Cases where Temporary Total Disability (TTD) or Temporary Partial Disability (TPD) benefits were reported paid.

3 - Cases where no TTD or TPD benefits were reported but medical costs were reported.

4 - Cases where no payment information has been received. Includes incident only cases reported to DWC as a precautionary measure.

DIVISION OF WORKERS' COMPENSATION

Cost by Industry and Type of Benefit for FY 2013

INDUSTRY	TEMPORARY BENEFITS	PERMANENT BENEFITS	DEATH BENEFITS	MEDICAL BENEFITS	TOTAL BENEFITS
Accommodation and Food Services	\$603,446.02	\$655,827.88	-	\$7,193,959.79	\$8,458,233.69
Administrative and Support and Waste Management and Remediation Services	\$949,373.61	\$1,300,048.53	-	\$8,952,507.19	\$11,201,929.33
Agriculture, Forestry, Fishing, and Hunting	\$154,911.72	\$250,653.30	\$386.55	\$1,859,000.54	\$2,264,952.11
Arts, Entertainment, and Recreation	\$174,491.82	\$147,078.43	-	\$2,780,108.30	\$3,101,678.55
Construction	\$3,912,253.58	\$3,144,483.24	\$5,000.00	\$18,554,618.96	\$25,616,355.78
Educational Services	\$1,410,500.30	\$1,438,137.70	-	\$13,043,824.41	\$15,892,462.41
Finance and Insurance	\$222,685.88	\$240,607.94	-	\$2,038,389.22	\$2,501,683.04
Health Care and Social Assistance	\$1,867,440.31	\$2,676,966.24	\$5,000.00	\$21,872,642.75	\$26,422,049.30
Information	\$377,672.10	\$251,594.60	\$49,259.00	\$2,065,120.88	\$2,743,646.58
Management of Companies and Enterprises	\$12,554.92	\$8,361.00	-	\$157,123.40	\$178,039.32
Manufacturing	\$3,191,813.88	\$5,331,120.95	\$1,341.30	\$28,969,839.96	\$37,494,116.09
Mining	\$81,118.11	\$71,669.52	-	\$441,635.88	\$594,423.51
Missing	\$113,207.41	\$245,850.93	-	\$511,195.84	\$870,254.18
Other Services (Except Public Administration)	\$561,001.73	\$786,132.46	-	\$5,286,183.58	\$6,633,317.77
Professional, Scientific, and Technical Services	\$577,398.90	\$724,466.4.	-	\$5,297,201.19	\$6,599,066.52
Public Administration	\$2,299,582.84	\$2,602,729.07	\$5,436.07	\$15,290,300.93	\$20,198,048.91
Real Estate and Rental and Leasing	\$314,145.32	\$289,384.11	-	\$2,110,024.45	\$2,713,553.88
Retail Trade	\$1,779,240.35	\$2,416,790.86	\$700.00	\$18,423,842.06	\$22,620,573.27
Transportation and Warehousing	\$4,187,219.24	\$2,135,363.09	\$10,000	\$15,139,113.87	\$21,471,696.20
Utilities	\$572,593.86	\$516,274.68	-	\$4,369,552.49	\$5,458,421.03
Wholesale Trade	\$1,304,557.60	\$1,459,443.87	-	\$9,353,778.18	\$12,117,779.65
TOTAL	\$24,667,209.50	\$26,692,984.83	\$82,122.92	\$183,709,963.90	\$235,152,281.10

Cost by Type of Disability of All Incidences

Type	Fiscal Year ¹	Number of Incidences	Non Medical Compensation ²	Medical Compensation	Total	
<u>Accidental Injuries</u> ³	2010	69,822	\$213,226,292.60	\$347,073,465.04	\$560,299,757.64	
	2011	64,846	\$150,386,714.92	\$305,534,714.69	\$455,921,429.61	
	2012	52,104	\$50,193,262.52	\$182,277,894.79	\$232,471,157.31	
	2013	49,776	\$49,880,855.40	\$180,419,110.28	\$230,299,965.68	
	Temporary Disability ⁴	2010	55,506	\$13,908,178.16	\$122,278,196.76	\$136,186,374.92
		2011	53,534	\$19,166,698.44	\$148,940,190.10	\$168,106,888.54
		2012	48,289	\$18,361,087.14	\$144,814,921.69	\$163,176,008.83
		2013	46,032	\$17,819,594.74	\$140,692,443.41	\$158,601,176.42
	Permanent Disability ⁵	2010	14,214	\$197,795,923.21	\$223,974,108.70	\$421,770,031.91
		2011	11,199	\$129,394,594.31	\$155,224,732.76	\$284,619,327.07
		2012	3,727	\$31,307,913.55	\$37,445,743.37	\$68,753,656.92
		2013	3,665	\$31,999,028.50	\$39,124,589.13	\$71,123,617.63
	Death ⁶	2010	102	\$1,522,191.23	\$821,159.58	\$2,343,350.81
2011		113	\$1,825,422.17	\$1,369,791.83	\$3,195,214.00	
2012		88	\$524,261.83	\$17,229.73	\$541,491.56	
2013		79	\$62,232.16	\$602,077.74	\$664,309.90	
<u>Occupational Diseases</u>	2010	3,164	\$10,850,103.06	\$8,909,099.23	\$19,759,202.29	
	2011	2,013	\$5,728,168.84	\$6,089,503.31	\$11,817,672.15	
	2012	1,496	\$1,723,312.19	\$4,566,332.34	\$6,289,644.53	
	2013	4,037	\$1,406,991.95	\$3,300,347.48	\$4,707,339.43	
	Temporary Disability	2010	2,494	\$155,312.06	\$2,724,912.18	\$2,880,224.24
		2011	1,604	\$252,482.86	\$2,221,650.79	\$2,474,133.65
		2012	1,370	\$312,477.69	\$3,384,554.43	\$3,697,032.12
		2013	1,614	\$338,685.58	\$2,252,513.13	\$2,591,198.71
	Permanent Disability	2010	668	\$10,694,791.00	\$6,184,187.05	\$16,878,978.05
		2011	407	\$5,475,685.98	\$3,867,852.52	\$9,343,538.50
		2012	124	\$1,410,834.50	\$1,181,777.91	\$2,592,612.41
		2013	103	\$1,068,306.37	\$1,047,834.40	\$2,116,141.73
	Death	2010	2	-	-	-
2011		2	-	-	-	
2012		2	-	-	-	
2013		-	-	-	-	
<u>Records Unknown</u> ⁷	2010	38,471	-	-	-	
	2011	44,131	-	-	-	
	2012	51,030	-	-	-	
	2013	50,049	-	-	-	
<u>Total</u>	2010	111,457	\$224,076,395.66	\$355,982,564.27	\$580,058,959.93	
	2011	110,990	\$156,114,883.76	\$311,624,218.00	\$467,739,101.76	
	2012	104,630	\$51,916,574.71	\$186,844,227.13	\$238,760,801.84	
	2013	103,862	\$51,287,847.35	\$183,719,457.76	\$235,007,305.11	

1 - Based on date of injury.

2 - Includes any compensation paid other than medical (TTD, TPD, TTSalary, PPD, PTD, Death, Burial)

3 - Defined as any injury reported with a nature code other than those classified as "Occupational Disease or Cumulative Injury" by WCIO standards.

4 - Defined as any nonfatal injury with reported TTD, TPD, TTSalary or Medical compensation.

5 - Defined as any nonfatal injury with reported PPD or PTD compensation.

6 - Deaths reported. Death may later be determined not to be a compensable work related injury.

7 - Lack of compensation reported prohibits determination of type of disability, if any.

MISSOURI COMMISSION ON HUMAN RIGHTS



Dr. Alisa Warren

EXECUTIVE
DIRECTOR



The mission of the Missouri Commission on Human Rights (MCHR) is to prevent and eliminate discrimination and provide equitable and timely resolutions to discrimination complaints. MCHR also provides training and education to the public about their rights and responsibilities under the Missouri Human Rights Act.

In FY 2013, 1,852 complaints were filed, while MCHR staff resolved 1,756 complaints. Nearly 1,500 people attended MCHR education, training, and outreach events. The MCHR also received another grant from the Department of Housing and Urban Development to continue its Show-Me Fair Housing Awareness project in not only southeast Missouri but also in southwest Missouri. MCHR is using this grant to educate residents about their fair housing rights and to provide training to Community Development Block Grant recipients about their obligation to affirmatively further fair housing.

The Missouri Human Rights Act authorizes MCHR to receive and investigate complaints of discrimination, and where probable cause is found, litigate those cases at public hearings. The statute empowers MCHR to certify local commissions and grant them enforcement power, enter into work sharing agreements with federal and local human rights agencies,

and develop ways to prevent discrimination. MCHR has jurisdiction over complaints of discrimination in housing, employment, and places of public accommodations based on race, color, religion, national origin, ancestry, sex, disability, age (in employment only), and familial status (in housing only).

Commissioners are nominated by the Director of the Department of Labor and Industrial Relations and appointed by the governor with the advice and consent of the Senate. The governor appoints at least one member from each of Missouri's nine congressional districts, one member at large, and one member as chairperson. Commissioners serve for six years without compensation. MCHR meets quarterly and its meetings are open to the public.

During MCHR's 55 years of working toward eradicating discrimination, the agency has provided immeasurable services. The record reflects the agency continues to receive a large number of complaints of alleged discrimination in employment, public accommodations, and housing.

Commission

James Buford

Commissioner 1st District
Term expired 4-1-2013

Michael Dierkes

Acting Chair

Commissioner 2nd District
Term expires 4-1-2015

Vacant

Commissioner 3rd District

Dr. Roger Worthington

Commissioner 4th District
Term expires 4-1-2014

Donna L. Birks

Commissioner 5th District
Term expires 4-1-2018

Vacant

Commissioner 6th District

Jenifer M. Placzek

Commissioner 7th District
Term expires 4-1-2016

Vacant

Commissioner 8th District

Vacant

3 Commissioners at Large

MISSOURI COMMISSION ON HUMAN RIGHTS

Let Freedom Ring Celebration

The mission of MCHR is reflected in the annual celebration of the great life and leadership of civil rights activist Dr. Martin Luther King, Jr. Sitting at the helm of our state's recognition of this national commemoration is the Martin Luther King, Jr. State Celebration Commission, 10 gubernatorial appointees working to organize, consider, and recommend appropriate activities to honor King in the state of Missouri.

This year marked the 50th anniversary of the civil rights March on Washington and King's momentous "I Have a Dream Speech," which challenged the nation to live up to its founding principles that all people are created equal and became a significant catalyst for the advancement of civil rights protections in our country. The Martin Luther King Jr. State Celebration Commission used this opportunity to bring greater public awareness about King's values of education, mutual respect, and change through negotiation with a "Let Freedom Ring" celebration on Aug. 28, 2013, held on the steps of the Missouri State Capitol.



Missouri Commission on Human Rights Hearing Decisions in FY 2013

STATE OF MISSOURI ex rel. Lloyd Bay v. Ashcraft and Associates Electric Contractors

Ashcraft and Associates fired Lloyd Bay, the Complainant and a journeyman electrician, after it learned he had discoid lupus, a condition that had not prevented him from doing his job for 32 years. **The hearing panel determined the company violated the law when it simply assumed that the Complainant could not perform his job with his condition and fired him. Complainant was awarded \$17, 534.50 in back pay (with 3.07% interest), \$20,000 in damages for humiliation and emotional distress, and \$5,000 in damages for deprivation of his civil rights.**

STATE OF MISSOURI ex rel. Jacquelyn Annette Sharp v. Enterprise Manufacturing, Inc. f/k/a Scot Young Research, Inc.

Jacquelyn Sharp, the Complainant, joined several other female employees in complaining of sexual harassment by their employer. Complainant filed a lawsuit against the employer over the harassment. The employer immediately began to retaliate against the Complainant. The employer changed her pay from salary to hourly; changed and restricted her employment duties, making it harder for her to perform her work; transferred her to various locations; gave her warnings; and tried to turn her co-workers against her by increasing fear that their jobs were jeopardized by the sexual harassment lawsuit. The Complainant was finally forced to resign due to this systematic effort by Enterprise to punish her for asserting her rights. **The Commission on Human Rights Hearing Panel determined that Enterprise Manufacturing violated the Missouri Human Rights Act. Enterprise was ordered to pay Sharp \$37,609.45 in back pay, \$45,000 in actual damages for humiliation and emotional distress, and \$15,000 for violation of her civil rights. The employer was also ordered to adopt a non-retaliation policy and to cease and desist from any further discriminatory practices.**

MISSOURI COMMISSION ON HUMAN RIGHTS

State Fiscal Year 2013

1,852 Cases received

1,756 Decisions rendered

Percent of Complaints Filed by Category

81% Employment

10% Housing

9% Public Accommodations

Percent of Complaints Filed by Type*

38.6% Retaliation

32.7% Sex

23.3% Disability

26.0% Race

17.0% Age

* These percentages will not total 100 percent due to multiple basis and allegations

Total Complaints Received in Employment, Public Accommodations, and Housing Discrimination by Complaint Classification and Year

Classification	Year	Number	Percent
Age	2013	315	17.0
Disability	2013	432	23.3
National Origin/ Ancestry	2013	95	5.1
Race	2013	482	26.0
Religion	2013	50	2.7
Retaliation	2013	714	38.6
Sex	2013	605	32.7
Sex Harassment	2013	288	15.6
Unknown/Other	2013	244	13.2
Total	2013	1,852	100.0

Totals will not match total number of cases received because many cases allege multiple allegations and categories.

Dispositions During FY 2013

Disposition	EMP	PA	Housing	Total	Percent
<u>Investigations</u>					
Admin. Closure	35	1	2	38	2.0
Failure to Cooperate	25	2	7	34	2.0
Negotiated Settlements	4	1	46	51	3.3
No Jurisdiction	108	7	1	116	6.6
No Probable Cause	579	76	88	743	42.3
Probable Cause	18	5	10	33	2.0
Right to Sue	470	37	4	511	29.1
Unable to Locate	9	2	1	12	0.7
Withdrawn	80	8	9	97	6.0
Withdrawn/Settled	85	9	7	101	6.0
<u>Conciliation</u>					
Admin. Closure	0	0	0	0	
Conciliated	9	0	2	11	
Right to Sue	2	0	0	2	
Withdrawal/Settled	1	0	0	1	
<u>Hearings Decisions</u>					
Admin. Closure	2	0	0	2	
Hearing Panel Order	2	0	0	2	
Prehearing Settlement	2	0	0	2	
Total	1,431	148	177	1,756	100.0

The Commission maintains five offices in Missouri as a means of providing access and delivery of services. The office locations are: Jefferson City (central office), Kansas City, St. Louis, Sikeston, and Springfield.

The Disposition Chart (above) reflects the types of closures or decisions rendered as a result of investigation, conciliation, and public hearing.

In addition, at the end of FY 2013 there were 1,183 complaints pending investigation, 20 complaints pending conciliation, and 7 complaints pending public hearing.

MISSOURI COMMISSION ON HUMAN RIGHTS

Total Cases Received by Year and Category

Fiscal Year	Category ¹	MCHR ²	Dual Filed ³
2013	EMP	1,504	2,123
	PA	162	
	Housing	186	
	Total	1,852	
2012	EMP	1,552	2,437
	PA	145	
	Housing	157	
	Total	1,854	
2011	EMP	1,443	2,114
	PA	206	
	Housing	182	
	Total	1,831	
2010	EMP	1,765	2,109
	PA	166	
	Housing	168	
	Total	2,109	

¹ EMP - Fair Employment Practices PA - Public Accommodations
Housing - Fair Housing

² MCHR - Missouri Commission on Human Rights

³ Dual Filing - During the first part of April 1978, the EEOC and MCHR began a new procedure of dual filing cases instead of deferral process. This means that employment complaints meeting the requirements of TITLE VII, filed with MCHR are automatically filed with both agencies merely by filing with one.

The chart to the left illustrates the number of complaints filed with MCHR by category for the past four years. It also shows the number of complaints received by the U.S. Equal Employment Opportunity Commission (EEOC) and Dual Filed with MCHR. EEOC only has responsibility for employment discrimination. The 2,123 cases under the dual filed column reflect the number of additional cases MCHR would be responsible for if there were no EEOC or if MCHR and EEOC did not have a worksharing agreement.



There are 11 local human rights agencies in Missouri handling a substantial number of cases that otherwise would fall within MCHR's responsibility. In an effort to reduce potential duplication, MCHR initiated working relationships, similar to the EEOC/ MCHR worksharing, with local human rights agencies and the U.S. Department of Housing and Urban Development. These efforts have proven beneficial in terms of more efficient use of limited state resources.

STATE BOARD OF MEDIATION



Michael Pritchett

ACTING
CHAIRMAN

Article I, Section 29 of the Missouri Constitution states “That employees shall have the right to organize and to bargain collectively through representatives of their own choosing.” In 2007, the Missouri Supreme Court overruled prior cases and held that the word “employees” as used in this provision applies to public employees, as well as private-sector employees.

The State Board of Mediation (Board) is a quasi-judicial board created by the General Assembly in 1947 to assist in the resolution of labor disputes in the public utility industry. The Board’s primary activity, however, changed in 1965, with the passage of the Public Sector Labor Law, Sections 105.500 to 105.530, RSMo. This Law authorizes the Board to determine appropriate bargaining units of public employees based on their community of interests and to conduct secret-ballot elections to determine whether a majority of the employees in a bargaining unit agree to be represented by a petitioning labor organization.

The Board consists of five members appointed by the governor. Two members are employers or selected from an association representing employers, two members hold membership in a bona fide trade or labor union, and the fifth member is a neutral party who serves as full-time chairman and administrator of the agency.

If a public employer and a petitioning labor organization cannot agree as to the makeup of an appropriate bargaining unit or on the manner of conducting the election, the Board will hold a formal hearing at which the parties may present evidence and legal arguments in support of their positions on the disputed questions. After considering the evidence and the legal points made, the Board issues a written decision resolving the disputes.

If a majority of the members of a bargaining unit vote for the labor organization in a Board-conducted election, the Board certifies it as the exclusive bargaining representative for all the unit members for the purposes of collective bargaining. The labor organization will then negotiate with the public employer of the unit members over salaries and other conditions of employment with the goal of reaching a written agreement governing these matters. The labor organization will also represent unit members with regard to individual employment issues that may arise, such as disciplinary charges.

State Fiscal Year 2013

15 Petitions filed
28 Requests for Public Sector Labor Law
assistance/information

Board Members


Emily Martin	Lewis Moye
Robert Miller	Leonard Toenjes

The Board’s jurisdiction under the Public Sector Labor Law to determine appropriate bargaining units and to certify exclusive bargaining representatives extends to almost all public employees, including those employed by

STATE BOARD OF MEDIATION

the state and its agencies, counties, cities, school districts, fire departments, and other special districts. The Board, however, does not have jurisdiction to resolve such matters for police officers, deputy sheriffs, Missouri Highway Patrol officers, Missouri National Guard members, or teachers at schools, colleges, and universities. These types of employees still have the right to organize and bargain collectively, but the Board does not play a role when they are doing so.

The Board also continues to be charged with assisting in the resolution of labor disputes in the public utility industry.



NOTICE OF ELECTION

PURPOSE OF THIS ELECTION

This election will determine the exclusive bargaining representative, if any, desired by the eligible employees for purposes of discussion with their employer (the APPROPRIATE UNIT) in this Notice of Election for description of eligible employees.) A majority of the valid ballots cast will determine the results of the election.

SECRET BALLOT

The election will be by SECRET ballot under the supervision of the State Board of Mediation. Voters will be allowed to vote without interference, coercion, or coercion. Violations of these rules should immediately be reported to the State Board of Mediation, 3315 West Truman Blvd., P.O. Box 2071, Jefferson City, Missouri 65102-2071, or by calling 573-751-3614 between the hours of 8 a.m. and 5 p.m., Monday through Friday.

A sample of the official ballot is shown at the center of this Notice.

ELIGIBILITY RULES

Employees eligible to vote are those described under APPROPRIATE UNIT in this Notice of Election, including employees who did not work during the designated payroll period because they were ill, on vacation, or temporarily laid off, and also including employees in the military service of the United States who appear in person at the polls. Employees who have quit or been discharged for cause since the designated payroll period and who have not been rehired or reinstated prior to the date of this election are not eligible to vote.

AUTHORIZED OBSERVERS

Each of the interested parties may designate an equal number of observers, this number to be determined by the State Board of Mediation. These observers (a) act as checkers or the counting of the ballots, (b) assist in the identification of voters, (c) challenge voters and ballots, and (d) otherwise assist the State Board of Mediation.

CHALLENGE

An agent of the State Board of Mediation or an authorized observer may question the eligibility of a voter. Such challenge MUST be made before the voter has deposited his ballot in the ballot box.

INFORMATION CONCERNING ELECTION

Any employee who desires to obtain any further information concerning the terms and conditions under which this election is to be held or who desires to raise any question concerning the holding of an election, the appropriate unit, or eligibility rules may do so by contacting the State Board of Mediation, 3315 West Truman Blvd., P.O. Box 2071, Jefferson City, Missouri 65102-2071, or by calling 573-751-3614 between the hours of 8 a.m. and 5 p.m., Monday through Friday.

This document can be made available in alternative formats.

STATE BOARD OF MEDIATION
OFFICIAL SECRET BALLOT
PUBLIC CASE NO. RD 2013-005

ADAM P. MALL
PLEASANT HILL FIRE PROTECTION DISTRICT
AND
CENTRAL JACKSON COUNTY FIRE/EMS, IAFF, LOCAL 3137

For an appropriate unit consisting of all full-time employees from the rank of Captain and below including Lieutenants, Fire Fighters, Drivers, Paramedics, and EMTs, excluding Chief, Assistant Chiefs, and all-officers personnel.

Employees in this unit who were employed during the payroll period ending October 26, 2012, are eligible to vote.

Employees who have quit or been discharged for cause since the designated payroll period and who have not been rehired or reinstated prior to the date of this election are not eligible to vote.

Election to be held on Thursday, November 28, 2012, from 6:30 a.m. to 9:00 a.m. at the Pleasant Hill Fire Protection District's Conference Room at 305 Pine Street, Pleasant Hill, Missouri 64080.

Do you wish to have as your exclusive bargaining representative for the purpose of discussions relative to salaries and other conditions of employment?

CENTRAL JACKSON COUNTY FIRE/EMS, IAFF, LOCAL 3137

MARK AN "X" IN THE SQUARE OF YOUR CHOICE.

YES ☐ NO ☐

DO NOT SIGN THIS BALLOT. DROP IN BALLOT BOX.

RIGHTS OF EMPLOYEES

Under the Missouri Statutes, employees have the right:

- To self-organization or self-representation.
- To collectively bargain with their employers, through representatives of their own choosing, matters pertaining to salaries and other conditions of employment.
- To refrain from any and all such activities.

It is the responsibility of the State Board of Mediation to protect employees in the exercise of these rights.

- The State Board of Mediation wants all eligible voters to be fully informed about their rights under state law and wants both labor and management to know what is expected of them when it holds an election.
- If agents of either labor or management interfere with your right to a free, fair, and honest election, the election can be set aside by the State Board of Mediation.

THE STATE BOARD OF MEDIATION PROTECTS YOUR RIGHT TO A CHOICE

- Improper conduct will not be permitted. All parties are expected to cooperate fully with the State Board of Mediation in maintaining basic principles of a fair election as required by law.

NOTE TO VOTER:
Please bring a photo ID to the election site.

WARNING: THIS IS THE ONLY OFFICIAL NOTICE OF THIS ELECTION AND MUST NOT BE DEFACED BY ANYONE.

In FY 2013, there were 15 petitions filed with the Board, and 13 representation elections conducted affecting 341 public employees. The Board works to ensure that the election process it oversees is fair and equitable. In addition, the Board also conducted one hearing on a disputed issue, issued one decision following a hearing held in a previous fiscal year, issued two amended unit certifications, and issued one unit clarification. Two cases were dismissed under the contract bar rule.

FINANCIAL SUMMARY

Divisions

Appropriation

Director and Staff	\$5,750,702
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Labor and Industrial Relations Commission	\$993,577
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Division of Employment Security	\$37,954,607*
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Division of Labor Standards	\$2,756,076
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Division of Workers' Compensation	\$9,324,724**
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Missouri Commission on Human Rights	\$1,622,199
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State Board of Mediation	\$99,352
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TOTAL	\$58,501,237
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* This amount excludes tax interceptions, claim payments, and federal interest payments.

** This amount excludes Second Injury and tort victims' claim payments and Second Injury Fund refunds.

Missouri Department of Labor and Industrial Relations

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P.O. Box 504
Jefferson City, MO 65102-0504

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or 711 for Relay Missouri

www.labor.mo.gov



DEPARTMENT OF
LABOR
& INDUSTRIAL RELATIONS